



CITY OF STAMFORD
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DRAFT Official Minutes

The Personnel Commission held its regular meeting on Thursday, October 20, 2016 at 5:00 p.m. in Conference Room 9-2B on the ninth floor of the Stamford Government Center, 888 Washington Boulevard, Stamford, Connecticut.

Present: Frank Green, Chairperson
Marc Teichman, Commissioner
Carl Weinberg, Commissioner
Peter C. Nanos, Commissioner
Nancy Markey, Assistant Director of Human Resources
Kathryn Emmett, Director of Legal Affairs & Corporation Counsel
Ronald Miller, Director of Environmental Inspections
Edward O'Brien, MAA Representative

With a quorum present, Chairperson Green called the meeting to order at 5:08 p.m.

The minutes from the last meeting were accepted unanimously.

Commissioner Weinberg moved to reorganize the order of the agenda to reflect item #2 in replace of item #1 to accommodate Kathryn Emmett's schedule. The motion was seconded by Commissioner Nanos. The vote was approved unanimously.

NEW BUSINESS:

1. Law Department: Request for advanced starting rate of pay for Amy LiVolsi-Assistant Corporation Counsel

Appearing before the Commission on this matter was Kathryn Emmett, Director of Legal Affairs & Corporation Counsel. Mrs. Emmett advised Mrs. LiVolsi is currently employed with the City of Stamford on a part-time basis and has requested for Mrs. LiVolsi to accept the vacant full-time position at the highest pay grade. Mrs. Emmett outlined the important reasons for the advanced starting rate of pay, which include

Mrs. LiVolsi's extensive knowledge, the increased responsibilities this position currently requires, and the need to offer the highest rate of pay to secure Mrs. LiVolsi's full time employment.

After much discussion, Commission Teichman moved to increase the starting rate of pay for Mrs. Livolsi to the highest pay grade. The motion was seconded by Commissioner Nanos. The vote was approved unanimously.

2. Human Resources: Request to create the classification of a Retirement Benefits Specialist and a Benefits Specialist

Appearing before the Commission on this matter was Nancy Markey, Assistant Director of Human Resources. Mrs. Markey requested to abolish the Benefits Manager position and create both the Retirement Benefits Specialist and the Benefits Specialist position. Mrs. Markey outlined the important reasons for the addition of these roles, which includes the increased responsibilities, the increased knowledge necessary for the specialized roles, and the need to free the current Assistant Director of Human Resources and Human Resources Generalist from performing these responsibilities.

After much discussion, Mrs. Markey requested to table the creation of the Classification and One (1) Position of Retirement Benefits Specialist and the creation of the Classification and One (1) Position of Benefits Specialist for the next meeting in order to obtain the requested Regional, State, and Private sector salary comparisons.

3. Health Department: Request by employee for an additional three (3) month of unpaid leave of absence.

Appearing before the Commission on this matter was Nancy Markey, Assistant Director of Human Resources. Mrs. Markey outlined the reasons for Yesenia Obando's request for an additional three (3) month unpaid leave of absence.

After much discussion, Commission Weinberg moved to approve the additional three (3) month of unpaid leave of absence. The motion was seconded by Commissioner Nanos. The vote was approved unanimously.

4. Health Department: Request by employee for an additional three (3) month of unpaid leave of absence.

Appearing before the Commission on this matter was Ronald Miller, Director of Environmental Inspections. Mr. Miller spoke to Kiran Bajaj's request for an additional three (3) month unpaid leave of absence, and advised the employee has not provided

a reason for this request. Mr. Miller spoke to the necessity to have this position staffed due to this currently being the busiest time of the year for his department.

After much discussion, Commission Teichman moved to deny the additional three (3) month of unpaid leave of absence. The motion was seconded by Commissioner Nanos. The vote was approved unanimously.

Although this topic was not on the agenda, Chairperson Green has requested to discuss the policies surrounding the employ of the Pay Plan. Mr. Green advised there have currently been two (2) employees holding higher level positions that have retired and came back to work for the City of Stamford through the Pay Plan. Chairperson Green advised the Human Resources Director should put the City of Stamford's policy of employees within the Pay Plan on the agenda for discussion.

The next regular Personnel Commission meeting is scheduled for Thursday, November 17, 2016 at 5 p.m.

Commissioner Nanos moved to adjourn the meeting at 5:49 p.m.; seconded by Chairperson Teichman; approved unanimously.

Frank Green, Chairperson

Copies to:

Mayor David Martin

Personnel Commission

Kathryn Emmet, Director of Legal Affairs

Donna Loglisci, Town and City Clerk